



FPD New Future Initiative

- *“Our People” Working Group* -

Purpose of Today's Briefing

- 1) Introduce the “*Our People*” working group;
- 2) Highlight the changes that are realized after the successful conclusion of our work;
- 3) Present the keystone product of our efforts – the *FPD Career Framework*;
- 4) Share the current scope of our efforts;
- 5) Invite comments and discussion so we may:
 - enhance the quality of our work,
 - increase the likelihood that the benefits are utilized throughout the community,
 - and, identify ways to collaborate now and in the future.

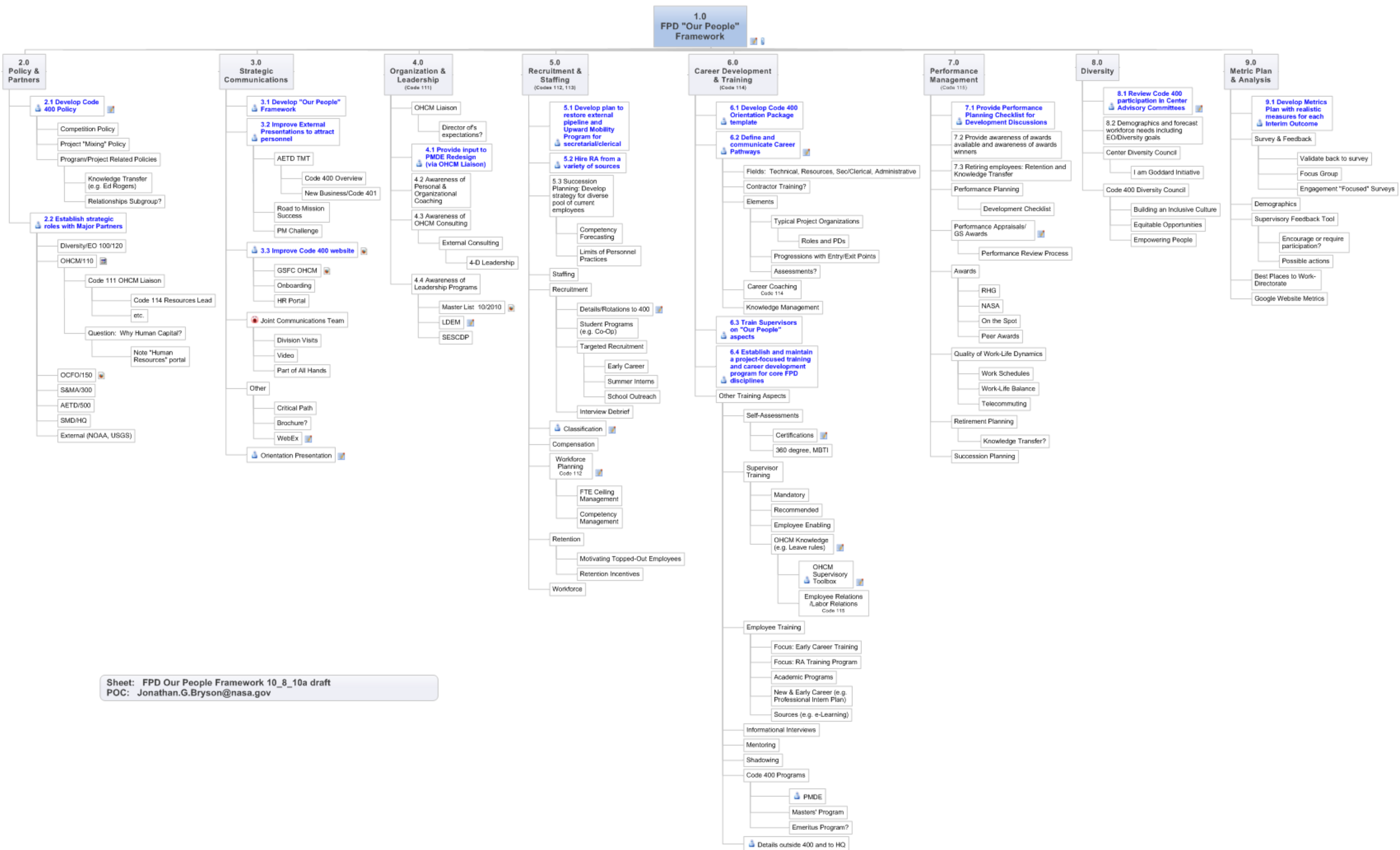
"Our People"

- Membership and Team Objectives -

443/Tanjira Ahmed
400/George Barth *(retired 12/10)*
400/Mark Brumfield
420/Jonathan Bryson
440/Sherri Corbo
460/Reggie Eason
400/Debbie Hamby
420/Eleanor Ketchum
443/Rick King
423/Tom McCarthy
400/Bob Menrad, Facilitator
430/Dave Mitchell
448/Cathy Peddie
401/Antonios Seas
432/Susan Sparacino
400/Donna Swann
423/Nicole Turner
PAAC/Pete Malinovsky *(scheduler)*

Breakthrough Area's:

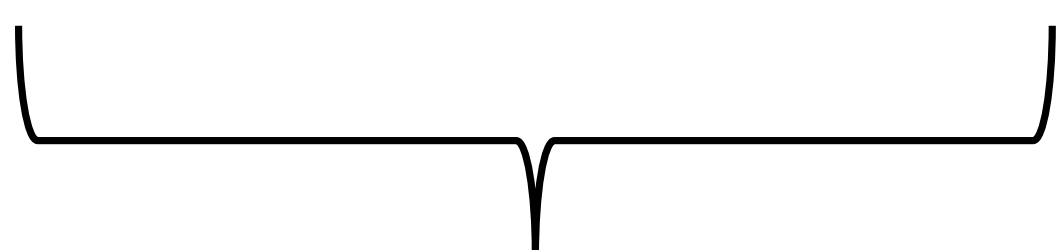
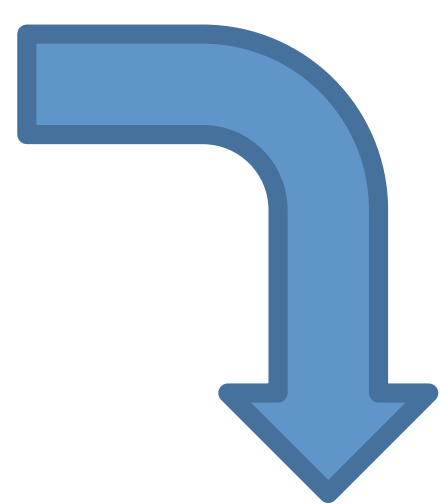
- 1. Updated and enhanced FPD "Our People" framework.*
- 3. Increased transparency and efficiency associated with how the GSFC workforce can leverage FPD-specific opportunities and professional development strategies.*
- 4. Promoted increases in diversity and inclusion primarily through competition-based processes.*
- 5. Promoted clarity by illustrating common – but not exclusive – career pathways, including defined entry/exit points, for program/project management, resources management and administrative support practitioners.*
- 6. Modernized professional development toolset available to the workforce including, but not limited to, enhanced mentoring, self-assessments and informational interviews.*
- 7. Facilitated transition to future generations through increased number of viable candidates for future leadership positions at all levels.*



Sheet: FPD Our People Framework 10_8_10a draft
POC: Jonathan.G.Bryson@nasa.gov

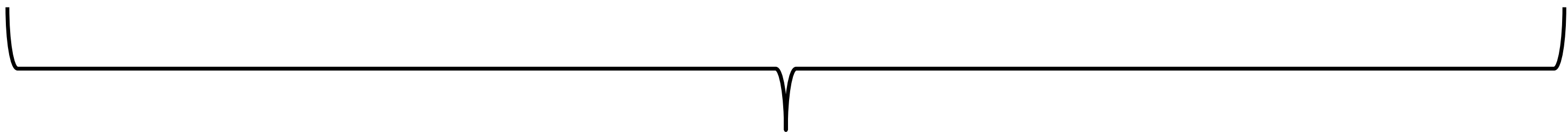
Methodology

Final Outcome
1.1



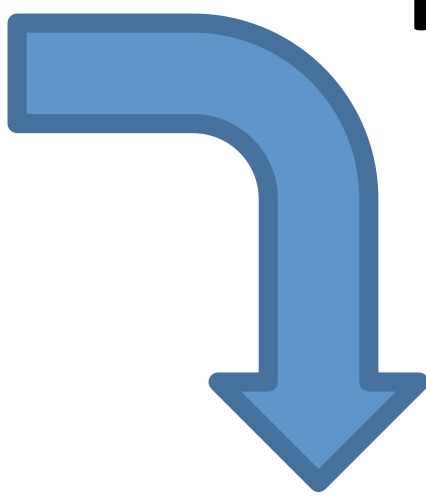
Defining the
'future' state.

Area "A"	Area "B"	Area "C"	Area "D"
I.O. #A.1	I.O. #B.1	I.O. #C.1	I.O. #D.1
I.O. #A.2	I.O. #B.2	I.O. #C.2	I.O. #D.2
I.O. #A.3	I.O. #B.3	I.O. #C.3	I.O. #D.3



Array maps the work that must be completed
in order to implement the "Framework".

The future state
'realized'.



Final Outcome
1.2

Final Outcomes

✓ Outcome 1.1

- By **December 2010** the Goddard Flight Projects Directorate will have *a defined integrated program/project career framework* for technical, resources management and administrative professionals allowing for a broad and diverse candidate pool for succession and superior organizational performance.

• Outcome 1.2

- By **October 2011** the Goddard Flight Projects Directorate will have *in place an integrated program/project career framework* for technical, resources management and administrative professionals allowing for a broad and diverse candidate pool for succession and superior organizational performance.

FPD Career Framework

1.0 Project – Key Topic Areas						
2.0 Policy & Partners	3.0 Strategic Comm.	4.0 Organization & Leadership	5.0 Recruitment & Staffing	6.0 Career Development & Training	7.0 Performance Management	8.0 Diversity
2.1 Develop FPD Policy (including mixing approach, detail opportunities) (1/31/11) (GB)	3.1 Develop “Our People” framework- this table and MM map (10/31/10) (JB)	4.1 Provide input to Code 400 PMDE Redesign (via D. Swann) (Date TBD) (DS)	5.1 Develop plan to restore external pipeline and Upward Mobility Program for secretarial/clerical (1/31/11) (RM/DH)	6.1 Develop Code 400 Orientation Package template (11/30/10) (JB)	7.1 Provide a Performance Planning Checklist for Development Discussion/IDP (2/28/11) (JB)	8.1 Review participation in Center Advisory Committees (3/31/11) (NT)
2.2 Establish strategic roles with Major Partners (e.g. OHCM, AETD) (1/31/11) (NT)	3.2 Improve external presentations to attract personnel (e.g. TMT, RTMS) 12/31/10 (RM)	4.2 Awareness of OHCM Coaching and how utilized in Code 400	5.2 Hire Resource Analysts from a variety of sources (12/31/10) (GB)	6.2 Career Pathways: define and communicate (e.g. TMT, website) (6/30/2011) (DS)	7.2 Awareness of awards available for Projects and Supervisors to give; awareness of award winners	8.2 Demographics and forecast workforce needs including EO/ Diversity goals
	3.3 Improve Code 400 website with outreach- balance with HR Portal, Sup Toolkit (e.g. add Onboarding) (2/28/11) (JB)	4.3 Awareness of OHCM Consulting	5.3 Succession Planning: develop strategy for diverse pool of current employees and targeted recruitment	6.3 Train the supervisors on “Our People” aspects across this table (Summer 2011) (JB)	7.3 Retiring employees: Retention and Knowledge Transfer	
		4.4 Awareness of Leadership Programs (e.g. LDEM) and Career Benefit (chart by grades)		6.4 Establish and maintain a project- focused training and career development program for core FPD disciplines 10/1/10 (DS)		
Metrics Plan 9.0 Metrics Plan: Realistic measures for each Interim Outcome (JB)						

Summary

- The “Our People” working group has been established to focus on our most important resource...our people.
- To date, we have:
 - Supported the strategic communication activities
 - Completed definition of the first version of the top-level outcomes (Initial and Final), as well as all prioritized Intermediate Outcomes
 - Transitioned into the implementation phase and are working the Intermediate Outcomes
 - All activities are being scheduled and tracked
- We look forward to getting the word out about our activities and collaborating wherever appropriate.